



Talbot  
County  
Public  
Schools

# ANNUAL REPORT FY19



# Strategic Plan Goals

In 2015-2016 TCPS launched the 2020 Vision Strategic Plan. Our plan includes three aggressive but attainable goals focused on academic excellence, community partnerships and organizational resources, with the theme of equity in education for all students woven throughout.



## GOAL ONE

### Academic Excellence

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to ensure college and career readiness for all students.



## GOAL TWO

### Partnerships

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.



## GOAL THREE

### Organizational Resources

Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.

# Superintendent's Message

I invite you to review the Talbot County Public Schools 2018-2019 Annual Report, which provides an overview of financial, demographic and student performance data for fiscal year 2019.

As we enter the final year of our 2020 Vision Strategic Plan, we are extremely proud of all that our staff and students have accomplished as we continue to work towards achieving the goals set forth in the plan. Our team of educators is committed to ensuring that our students develop the global competencies they will need on their journey to military service, the workforce, technical training or college. As we have experienced changes in the demographics of our community, we have expanded our focus to support the needs of all of our graduating students. This is reflected in the outcomes shared in this report.

The report also outlines improvements made thanks to the continued support of the Talbot County Council, the Maryland State Department of Education, and other key partnerships. A few highlights are as follows:

- Expanded Gifted and Talented program
- Added AP Chemistry and AP Computer Science
- Increased Graduation Rate
- Increased Internship Opportunities
- Continued progress on the Easton Elementary School Replacement Project
- Increased the number of iPads to provide 1:1 for elementary students
- Successful first year of grant funded full-day pre-school at Easton Elementary Dobson

I am grateful for the continued outpouring of support from our great community, and proud to serve as your Superintendent of Schools. #WeAreTCPS!

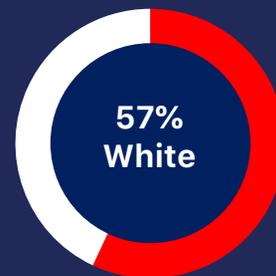
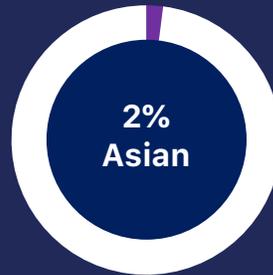
**Kelly L. Griffith, Ed.D.**  
Superintendent of Schools

## Board of Education Fall 2019



Left Top: Susan Delean-Botkin, Juanita Hopkins, Otis Sampson, Emily Jackson, April Motovidlak, Left Bottom: Kelly Griffith Superintendent, Michael Garman, President, Mary Wheeler, Vice President, Charlene Gould, Board Administrative Assistant

# 2018-19 DEMOGRAPHICS



**93%**  
Attendance Rate



**45%**  
Qualified for Free or  
Reduced Meals



**155**  
Students Classified as  
Homeless



**473** Students received  
Special Education Services.  
**193** Students had a 504 Plan.  
**240** Gifted and Talented  
Students served.



**363** Certified Teachers  
**33** Certified  
Administrators  
**250** Support Staff



**567** ESOL Students  
(English for speakers  
of other languages)  
**407** Students  
Received ELL  
Services (English  
Language Learner)

GOAL ONE



# ACADEMIC EXCELLENCE

Provide every student with equitable access to high quality and culturally relevant instruction, curriculum, support and other educational resources to insure college and career readiness for all students.

## FY19 Academic Highlights

### Grant Funded Literacy Coach Program:

- 97 teachers were involved in co-teaching with coaches.
- 248 teachers received feedback on best practices from their coaches' walk throughs.
- Literacy Coaches provided 189 hours of formal Professional Development.
- 510 students and/or parents participated in family engagement activities organized by Literacy Coaches.

Partnered with Talbot County Arts Council to implement a collaborative Arts Education Partnership.

Received approval for a new program of study to implement MD Youth Apprenticeship Program.

Implemented Full Day Pre-K at Easton Elementary Dobson through grant funding.

Expanded Gifted and Talented program to serve grades 1-6.

Decreased drop-out rate and increased graduation rate with the initiation of a focused Drop-Out Prevention and Re-Engagement program.

## Individual Reading Assessments

The chart below reflects elementary reading assessment outcomes over a three year period. **Each color represents a group of students as they progress through grade levels.**

Percent Meeting or Exceeding Grade Level Reading Benchmarks

Entering Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
2018-19	74%	79%	81%	90%	91%
2017-18	81%	82%	81%	82%	89%
2016-17	83%	83%	78%	84%	89%
2015-16	85%	77%	81%	86%	89%
2014-15	77%	75%	84%	85%	93%
2013-14	86%	78%	79%	88%	93%

## 2019 MD State Assessments



Visit [mdreportcard.org](http://mdreportcard.org) to view TCPS and State Assessment Data.

## Advanced Placement Data

While other school systems pre-screen students for Advanced Placement (AP) and "hand select" students to take AP Exams, TCPS allows and encourages every high school student to at least try AP. All TCPS students who enroll in an AP course are required to take the exam.

<p><b>385</b> Students enrolled in AP Courses in the 2018-19 school year.</p>	<p><b>58%</b> of AP exams taken received a qualifying score (594 exams were taken with 342 receiving a score of 3,4 or 5).</p>
<p><b>40</b> <b>AP SCHOLARS</b> Score of 3 or higher on 3 or more exams</p>	<p><b>13</b> <b>AP SCHOLARS W/ HONOR</b> Average of 3.25 or higher; 3 or higher on 4 or more exams</p>
<p><b>21</b> <b>AP SCHOLARS W/ DISTINCTION</b> Average of 3.5 or higher; 3 or higher on 5 or more exams</p>	<p><b>2</b> <b>NATIONAL AP SCHOLARS</b> A score of 4 or higher on 8 or more exams</p>

TALBOT COUNTY PUBLIC SCHOOLS CLASS OF 2019

# College Acceptance List

Alvernia University  
 American River College  
 American University  
 Anderson University-IN  
 Anne Arundel Community College  
 Appalachian State University  
 Arizona State University  
 Auburn University  
 Beloit College  
 Bishop's University  
 Bloomsburg University of Pennsylvania  
 Boston College  
 Bowie State University  
 Bridgewater College  
 Brigham Young University  
 Cairn University  
 Campbell University  
 Case Western University  
 Champlain College  
 Charleston Southern University  
 Chesapeake College  
 Chestnut Hill College  
 Cheyney University of Pennsylvania  
 Christopher Newport University  
 Clark Atlanta University  
 Clark University  
 Clemson University  
 Coastal Carolina University  
 College of Charleston  
 College of William & Mary  
 Colorado State University  
 Concordia University - Montreal  
 Coppin State University  
 Cornell University  
 Covenant College  
 Culinary Institute of America  
 Dartmouth College  
 Delaware State University  
 Delaware Technical Community College  
 Delaware Valley University  
 Drexel University  
 Duquesne University  
 East Carolina University  
 Embry-Riddle Aeronautical University  
 Erskine College  
 Florida Institute of Technology  
 Florida Tech  
 Frostburg State University  
 Georgetown University  
 Georgia Military College  
 Georgia Tech  
 Goucher College  
 Grove City College  
 Hampton University  
 Hartwick College  
 High Point University

Hood College  
 Hope College  
 Indiana University  
 Iowa State University  
 Jacksonville University  
 James Madison University  
 Johnson & Wales University (Providence)  
 Johnson and Wales University  
 Johnson C. Smith University  
 Keuka College  
 Lebanon Valley College  
 Lee University  
 Lehigh University  
 Lincoln University  
 Longwood University  
 Louisiana State University  
 Loyola University Maryland  
 Marion Military Institute  
 Maryland Institute College of Art  
 McDaniel College  
 Mercer University  
 Miami University, Oxford  
 Michigan Technical University  
 Morgan State University  
 Mount St. Mary's University - Maryland  
 Neumann University  
 Neumont College of Computer Science  
 Norfolk State University  
 North American Trade School  
 North Carolina A&T State University  
 North Carolina State University  
 Nova Southeastern University  
 Ohio University  
 Old Dominion University  
 Pace University, New York City  
 Pennsylvania State University  
 Pfeiffer University  
 Purdue University  
 Quinnipiac University  
 Radford University  
 Randolph-Macon College  
 Rensselaer Polytechnic Institute  
 Rhode Island School of Design  
 Roanoke College  
 Rochester Institute of Technology  
 Rutgers University-New Brunswick  
 Salisbury University  
 Savannah College of Art and Design  
 Savannah State University  
 Shenandoah University  
 Slippery Rock University of Pennsylvania  
 St. Mary's College of Maryland

Stevenson University  
 Temple University  
 The Catholic University of America  
 The Culinary Institute of America- NY (Main Campus)  
 The University of Alabama  
 The University of Memphis  
 The University of North Carolina at Chapel Hill  
 The University of Tampa  
 Towson University  
 Trine University  
 Union College (New York)  
 University at Buffalo The State University of New York  
 University of Colorado at Boulder  
 University of Connecticut  
 University of Delaware  
 University of Florida  
 University of Hawaii at Manoa  
 University of Lynchburg  
 University of Maine  
 University of Mary Washington  
 University of Maryland, Baltimore County  
 University of Maryland, College Park  
 University of Maryland, Eastern Shore  
 University of Massachusetts, Lowell  
 University of Mississippi  
 University of New Hampshire at Durham  
 University of New Haven  
 University of North Carolina at Wilmington  
 University of Oregon  
 University of Pennsylvania  
 University of Pittsburgh  
 University of Rhode Island  
 University of South Carolina  
 University of Vermont  
 University of Wisconsin, Madison (College of Letters & Science)  
 Ursinus College  
 Utica College  
 Valley Forge Military College  
 Villanova University  
 Virginia Commonwealth University  
 Virginia Tech  
 Virginia Wesleyan University  
 Waldorf University  
 Washington College  
 West Virginia University  
 Wilson College  
 Wor-Wic Community College  
 Worcester Polytechnic Institute  
 Xavier University of Louisiana  
 York College of Pennsylvania

## Class of 2019

**93%**  
 Graduation Rate

**76%**  
 of the class of 2019 plan to enter a 2 or 4 year college or technical school, 22% will enter the workforce and 5% will enter the military.

The class of 2019 earned  
**\$14.8 Million**  
 in scholarship dollars!

**50%**  
 Earned a Career and Technology Completer

**19%**  
 Earned college credit for at least one dual enrollment course.

**51%**  
 Completed at least one Advanced Placement (AP) Course

**24%**  
 Graduated with at least one AP qualifying score.

The Class of 2019 SAT composite score was

**1059**  
 which is above the state and national average

**13**  
 Students Awarded the Billiteracy Seal of Distinction

*Class of 2019*

### Career & Technology Education (CTE) Pathway Completers

Automotive	12
Computer Science	5
Construction Trade - Carpentry	18
Culinary Arts	21
Pre-Engineering	9
Teacher Academy	9
Careers in Cosmetology	3

EMR/ Fire and REscue	1
Career Research & Development	3
Interactive Media Production	23
Biomedical Science	42
Curriculum for Agriculture Science	13
Marketing (new in 2016-17)	13
<b>Total</b>	<b>172</b>



# PARTNERSHIPS

Effectively communicate with diverse constituencies to identify and facilitate ways for the community to partner with the school system.

## Partnership Highlights

Placed the Eastern Shore's first student participant in the Apprenticeship Maryland Program, a collaboration between the Maryland Department of Labor, the Maryland State Department of Education, the Department of Commerce, participating school systems, and community business and educational partners.

Increased the number of student internship opportunities to 109.

Participated in joint fundraisers with community partners to address needs in our community and beyond.

The Education Foundation secured financial contributions, program, and event sponsors which significantly increased educational opportunities for our students.

Achieved greater family and community engagement through social media and school system communication platforms.

Utilized School Messenger communication platform to improve school and district-based communications to all parents and staff.

Continued partnership with the Talbot County Sheriff's Office and Talbot Goes Purple to raise awareness about the opioid epidemic and the dangers of substance abuse.



## JUNIOR ACHIEVEMENT 2019 District Partner of the Year

Junior Achievement of the Eastern Shore is a non-profit organization dedicated to educating youth, in grades k-12 both public and private, about financial literacy, work readiness, and entrepreneurship.

JA's hands-on, age-appropriate programs are intended to inspire youth to live within their means, prepare them for the world of work, and help them to understand the free enterprise system. Their programs are brought to life by individuals from local businesses who volunteer their time to provide instruction. The unique JA delivery system provides the

training, materials, and support necessary to bolster the chances for student success. The impact is measurable, as students who participate in Junior Achievement programs demonstrate significant understanding of economics and business concepts. During the 2018-19 school year JA of the Eastern Shore taught 59 classes in Talbot County to 1,337 students with 9,940 contact hours. It is with great admiration and gratitude that TCPS recognizes Junior Achievement of the Eastern Shore as District Partner of the Year.



With the help of the community, the Education Foundation provides funding for teacher grants and student scholarships.

- Foundation awarded \$42,838 in grants for innovative teaching and learning.
- Foundation awarded the first CTE scholarship in the amount of \$1500 for a student to attend diesel-mechanic school through the CTE Scholarship Endowment Fund.
- The Foundation Endowment Fund, devoted to the sustainability of the foundation's efforts, continues to grow.
- Donors who make gifts of \$500 or more to TCPSEF endowment funds are eligible for the Endow Maryland tax credit program.
- Foundation supports learning opportunities that go beyond the standard, the norm or the conventional.



# ORGANIZATIONAL RESOURCES

Maximize organizational efficiency and effectiveness in order to provide a 21st century education in equitable, safe, well-maintained environments.

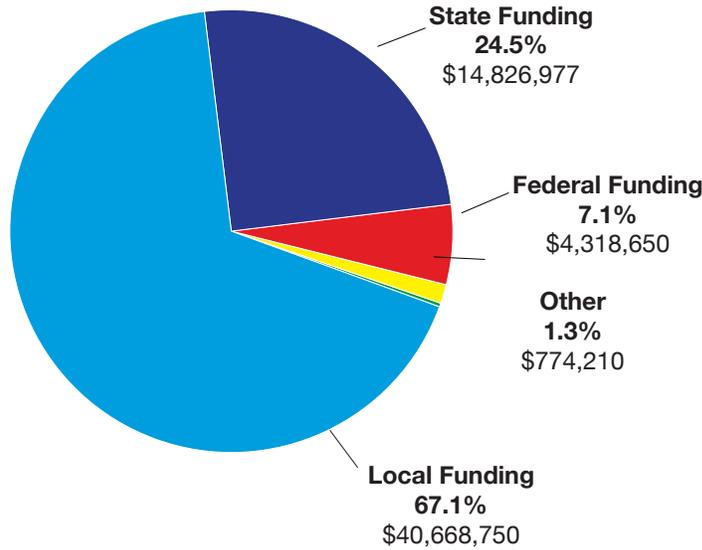
## FY19 Ranking in Maryland by Total Per Pupil Funding

STATE AVERAGE:  
**\$15,848**

1. Worcester: **\$18,472**
2. Somerset: **\$18,353**
3. Baltimore City: **\$17,493**
4. Kent: **\$17,239**
5. Montgomery: **\$16,859**
6. Prince George's: **\$16,664**
7. Howard: **\$16,630**
8. Allegany: **\$16,148**
9. Dorchester: **\$15,835**
10. Charles: **\$15,255**
11. Baltimore: **\$15,231**
12. Garrett: **\$15,180**
13. Calvert: **\$14,912**
14. Wicomico: **\$14,882**
15. Caroline: **\$14,852**
16. Cecil: **\$14,537**
17. Carroll: **\$14,519**
18. St. Mary's: **\$14,390**
19. Anne Arundel: **\$14,341**
20. Washington: **\$14,289**
21. Talbot: **\$14,066**
22. Queen Anne's: **\$13,970**
23. Frederick: **\$13,970**
24. Harford: **\$13,776**

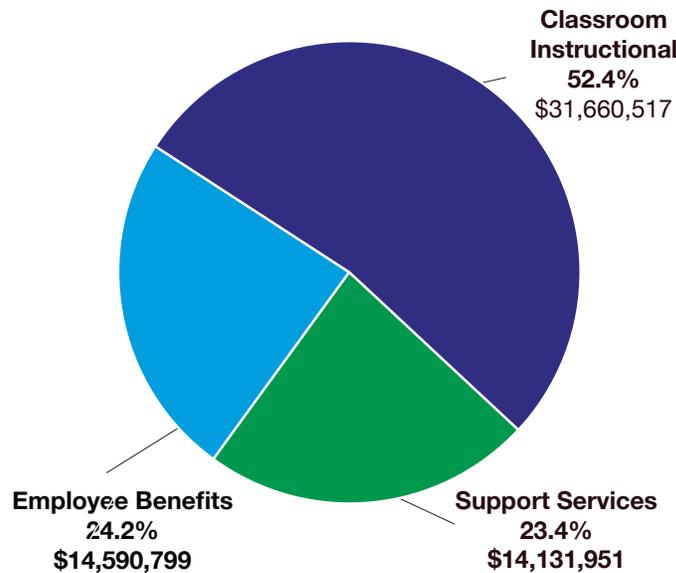
## FY19 Operating Revenue

**\$60,588,587**



## FY19 Operating Expenditures

**\$60,383,267**



## Organizational Resources Highlights

Heightened school security with minimized door access and updated cameras.

Obtained \$ 5.8 million in grant funding (\$1 million over FY18 grant funding)

Added 24/7 laptop access for all middle school students.

Upgraded wireless infrastructure across the county.

Maximized Professional Development by implementing Teacher Leaders in each building.

Decreased out of school suspensions overall and in student groups.

Focused recruitment efforts with Teacher Scholarship Program with cooperation from Chesapeake College.

TCPS Transportation implemented the "Here Comes the Bus" APP, allowing parents to access real-time bus information.

Sodexo, TCPS Food Service Provider, implemented "So Happy" APP, showing daily menus and nutritional information.

Easton Elementary Construction Project is on schedule!

# FY21 Budget Timeline

## OCTOBER

### Board of Education Budget Work Session

- Principal and Supervisor Presentations
- Executive Team drafts the proposed budget for discussion
- Budget Survey Launched

## NOVEMBER

### Board of Education Budget Work Session

- Review MSDE State Aid projections and meet with departments and schools to review needs.
- Survey results presented at the November Board of Education Meeting.

## DECEMBER

**Presentation of Proposed FY21 Budget to Board Members & Community** at the December 18, 2019 Board of Education Meeting at the Talbot County Education Center.

## JANUARY

### Board of Education Budget Work Session

- Revised budget moves to second reader
- Public Budget Hearing with the Board of Education

## FEBRUARY

**Board of Education votes on FY20 Budget Request**

## MARCH

**FY21 Board of Education Budget presented to the Talbot County Council**

## MAY

**Public Budget Hearing with Talbot County Council**

## JUNE

**Board receives final allocation from the Talbot County Council**



# 2019 TEACHER AND SUPPORT STAFF OF THE YEAR



## Kevin Carroll

The 2019-2020 Talbot Teacher of the Year is Mr. Kevin Carroll. Mr. Carroll teaches Special Education Self-Contained/Functional Living Skills at Easton High School. He earned a Bachelor of Science in Special Education K-12 from Grand Canyon University and a Master of Arts in English (TESOL) in 2018.

He began his career with TCPS as an Instructional Assistant in Special Education in 2008. Mr. Carroll's responsibilities include conducting Individual Education Plan (IEP) meetings and educational testing for students as well as Maryland State Alternative Testing for Special Ed and ELL. He plans and delivers Equity/CARE Professional Development for EHS staff, is the Department Chair for Special Education and serves as a Special Education Transition Coach. In addition, he is the TCPS Night School Manager for the Drop-out Prevention and Re-engagement program.

## Sindy Reyes

The 2019-2020 Support Staff of the Year is Ms. Sindy Reyes. Ms. Reyes is an English as a Second Language Instructional Assistant at Easton Elementary – Dobson, where she provides English language support services for kindergarten and newcomer students. A qualified English/Spanish Interpreter, she also assists with enrollment, parent-teacher conferences, Individualized Education Plan (IEP) meetings, and special events.

Ms. Reyes has a degree in Elementary Education from Colegio Ana Geurra de Jesus, El Salvador and a Bachelor of Arts in English from University of El Salvador. She has also earned an Associate of Arts from Chesapeake College. She has worked for Talbot County Public Schools since 2001. In addition to her work at Easton Elementary, Ms. Reyes is tutor at the Easton High Night School and an Equity Team member at EES Dobson.